



# ITA TODAY

## SEPTEMBER 2025

### President's Message

And we're back...

Last year we reduced the editions of this form of member engagement, opting for emails and pulse surveys. We will continue those, being mindful of member workload and the good job folks do putting boundaries on their time and mental health. So the return of the newsletter is in hopes of offering more info in concise ways, all in one place, with links to events and info. Look for feature editions and Member contribution coming soon.

I am in the process of visiting all schools over the Sept to Nov months, so please watch for my date at your location in your staffroom. You will notice new ITA boards appearing in your staff spaces, as we try to ensure you are aware of who we are, what we do, where to find guiding docs, and how to reach us. Thank you for all you will do this year, and reach out as you need.

### ITA and MTS Social...

The MTS website changed, (for the better), so the ITA site is under construction due to broken links to the MTS site. Please be patient. ITA is on Instagram @interlaketeachers. MTS is on Facebook and Instagram

Our first social contest starts Sept 29 for World Teachers' Day - Oct 5

### IN THIS EDITION...

- **Bargaining Protocol has begun**
- **Added Benefits - Vision coverage**
- **Teacher Registry/Competency**
- **MTS Orange Shirt day resources**
- **PCA reminders**
- **Where do I look? Who do I ask?**

### Contact Info

**Cathy Pleskach, ITA President**

**Email:** [president@ita.mbteach.org](mailto:president@ita.mbteach.org)

**Cell:** (204) 792-8406

**MTS:** (204) 888-7961

**Disability Benefits:** (204) 957-5330

# Teacher Registry/Competency Standards

In January of this year, the **MB Registry of Certified Teachers and School Clinicians** went live. Bill 35 of the previous government initiated the registry and in its initial stages, MTS was shut out other than at the public legislature hearings before it passed. Bobbi Taillefer (a former General Secretary of MTS) was named as commissioner later that year.

Change of government brought a change of engagement. MTS, the Minister of Ed, and the commissioner are in regular communication. We have had input and made change to the original proposed language. It is not perfect, but it is progress. On Sept 2, teacher competency standards were added to the registry. Go to **What you need to know** on the MTS site.

- All teachers in MB and their certificate status are registered.
- Anyone can make a complaint; the commissioner determines if it has merit; and one path is she can make suggestions, assign mediation/training/legal action to resolve it.
- Another path is referral to a panel of 3. (1 MTS, 1 Gov, 1 public appointee). Each comes from a pool of pre-appointed panellists. Our pool of 5 was approved by MTS Provincial Executive (PX) last year.

MTS main concerns:

1. Competency relates to evaluation; a role of the employer, not the public.
2. Complaints can be anonymous meaning that hateful, vexatious or harmful complaints, especially to marginalized Members, are possible.
3. Competency is not ability: What are employer/employee responsibilities when it comes to the ability to deliver outcomes? (Resources, PD, time, class size/composition factor into workload and the “ability” to do the job.)

To learn more there is an FAQ on the MB Ed site: **Registry FAQs**

If you have questions please reach out to me at **president@ita.mbteach.org**.

## Legislation

If you are interested in reading the full list of competency standards: **Teacher Competence Standards Regulation**.

## Upcoming Events

- Sept 29 – New Member event
- Sept 30 – National Day for Truth and Reconciliation
- Oct 5 – World Teachers’ Day
- Oct 14 – ITA Executive meeting
- Oct 24 – MTS PD Day
- Nov 10 – ITA Quiz night

## Provincial Bargaining Timelines

### Where things are:

- The current **Provincial Collective Agreement** (PCA) expires June 30, 2026.
- We continue to work under the current agreement until a new one is in place.
- Sept 2025 – 3.0% increase with a further 1.0% February 2026. No new salary increases until a new PCA after that.
- The MTS Provincial Bargaining Protocol states that MTS must begin bargaining prep 365 days before the PCA expires.
- April–May 2025 – Members invited to do MTS Provincial Bargaining Survey.
- May–June 2025 – Local Presidents and Provincial Executive (PX) reviewed the data. Mark Lawson – ITA Bargaining Chair, and myself participated in regional bargaining meetings with MTS staff and leadership. Regional ideas and issues were collected with the MTS analysts present to collate.
- October 3–4, 2025 – Mark, Susan Hannah (VP) and I will attend Seminar 1. Delegates to Seminar 1 will:
  - further discuss and collate bargaining priorities provincially.
  - The 5 teaching members of the Provincial Bargaining Committee (PBC) will be elected. Also on the PBC are the MTS President, VP, Members of Management and Staff.
  - The 5 elected members will determine which 2 of them will be on the table team along with the lead negotiator Darren Hardy, PX Members, and MTS staff who round out the team.
- The PBC will build the opening package.
- March 13–14, 2026 – Seminar 2. Delegates finalize/approve opening package.
- Letter to open goes to MSBA (employer) to open bargaining, thereafter.
- Dates will be set for bargaining, and away we go!
- Please send questions to [president@ita.mbteach.org](mailto:president@ita.mbteach.org)

### ITA Bargaining Reps

**Mark Lawson** – ITA

Bargaining, Principal –  
Balmoral School



**Cathy Pleskach** – ITA

President, Warren Collegiate



**Susan Hannah** – ITA

Vice-President, École RW  
Bobby Bend



## Equity in Action

### **Advancing Truth & Reconciliation:** Check out **A TOOLKIT FOR EDUCATORS**

At MTS summer seminars this August, members of the ITA Exec heard from Canadian best-selling and Manitoban writer, David A Robertson. His latest book, **'52 Ways to Reconcile - How to Walk With Indigenous Peoples on the Path to Healing'** is a reflective resource no matter your place on the path. It has weekly readings, you can use to take one step of action a week on your own journey to reconciliation. In doing so myself as President, I realized that there is no journey "to" reconciliation. It isn't a destination, rather it is acts of doing, remembering, and not repeating. We get choice in how we work, play, and exist with others. He reminded us that before reconciliation must come truth. It is our role as educators to help students learn and respect the truth, so that they understand the importance of remembering and reconciling from within. Not as an add on, not as a separate unit, but in the ways we learn, work, and live each day.

Another resource is **'Working in good ways'** from the U of M - a framework for Indigenous community engagement. This may help schools and classrooms who want to build connections with each other and the indigenous community.

### **Equity & Social Justice up-coming events:**

MTS has many affinity networks and up-coming events for Members of equity-deserving groups and allies.

- **Indigenous Language Gathering** - Oct 3 - Contact [tvanstone@mbteach.org](mailto:tvanstone@mbteach.org)
- **Femlightenment Leadership Series** - First evening is Oct 21
- **Strengthening the Status Queer Symposium** - Oct 24
- **Teaching Together** - Apply to co-deliver PD abroad - Deadline Nov 20
- Engagement event and survey coming soon for Members with Disabilities.

## IVA, ESJ & PR Chairs

**Kathy Simcoe** - ITA Indigenous  
Voice, Curriculum Support



**Jenn Rukhra** - ITA ESJ Chair,  
École RW Bobby Bend



**Sheila Anderson** - ITA  
PR Chair, Rosser





## Benefits & PD News

### **Benefit from new and improved benefits!**

- Reminder that if you have had a change of life event (marriage, divorce, common-law, birth, adoption) or your spouse has lost or gained coverage, you only have a 90 day window from that event/change to opt in or out of our health plan. You cannot opt out without proof of alternative coverage.
- MTS Members have dental and extended health plans under MB Blue Cross.
- **VISION CARE HAS BEEN ADDED. \$300 for lenses, \$300 for frames** and \$100 for eye exams as we had before.
- Premiums have not increased. It may appear so as premiums are a percentage of salary, and Members now earn more.
- Annual total for some coverages is up to \$1500 per family member.
- Review what you can claim in your [\*\*MB School Employee Benefits Plan\*\*](#).

Members can access multiple services with [\*\*MTS Kii\*\*](#) (formerly HumanaCare)

- **24/7 assistance for all MTS Members and their families.**
- Improved access and increased number of appointments per claim.

### **Professional Development is Developing!**

- **Thank you to our Members, Principals, Clinicians and Curriculum Support**  
Teachers who are creating professional learning opportunities for everyone.
- ITA is planning speakers, events, and networking.
- Maternity & Parental leave seminar coming soon!
- [\*\*FAB5 Conference\*\*](#) - Oct 22 - 23. Ask your Principal for funds to attend.
- **MTS PD DAY - Oct 24.** Choose your adventure. [\*\*REGISTER HERE FOR a SAGE\*\*](#)
- **MTS PFLS** - Professional & French Language Services will come to your school.
- See their offerings here: [\*\*MTS Professional Learning\*\*](#)
- **New Member event - Sept 29, 4pm, ESCS - [\*\*Beginning Teacher Kit\*\*](#)**

## Benefits, ITA Admin & PD

**Ross Ledochowski** - ITA  
Benefits, Teulon Collegiate



**Ashleigh Norberg** - ITA  
Secretary, New Haven



**Nolan Powell** - ITA PD,  
École RW Bobby Bend



## WSH & Ed Funding

### Work Place Safety & Health:

In June 2025, significant changes were made to the WSH Act that now states a psychologically safe workplace is “a workplace in which the psychological well-being of workers is promoted, and active measures are undertaken to prevent harm, whether negligent, reckless or intentional, to the psychological well-being of workers”. Employers are now responsible for identifying and addressing risks to psychological safety. ITA is discussing with ISD what this may look like.

ITA has 2 members on the ISD WSH committee that meets quarterly. Matt and I regularly receive/review a summary of violent incidences. Members should report all student, staff, parent incidences or near-misses. If you aren't sure, reach out. MTS also has a long list of [WSH Resources](#).

### Education Funding:

The '[Funding for Schools](#)' document from MB Gov is not for the faint of heart, but if you are an economic analyst type person... fill your boots and give it a read. The current funding model once again includes school divisions' ability to tax, but many of the formulas are archaic and built for equality, not equity. The current government stepped back from presenting a model for this year to re-evaluate. They are due to present a new model to education stakeholders in Jan 2026.

## WSH & Finance

<b>Becky Pritchard</b> – ITA Ed Finance, École Stonewall Centennial	<b>Matt Scrutton</b> – ITA WSH, Warren Collegiate	<b>Vicky Islielson</b> – Member at Large, Sub Teacher	<b>Rebecca Good</b> – Treasurer, École Stonewall Centennial
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## ITA on MTS committees/WG

- **Becky Pritchard** – Labour School, Ed Funding WG
- **Susan Hannah** – Protecting Public Education WG
- **Claudine Lambert**, Truth and Reconciliation WG
- **Alison Marttila** – Practicing the Profession WG
- **Kathy Simcoe** – TLLT – Teacher-Led Learning Team